

19/ Tele: 23092509

**Registered/SDS**  
Office of the DGAFMS  
Ministry of Defence  
Pin – 908713  
C/o – 56 APO

33405/JCM/DGAFMS/DG-2B

25 Jul 2013

**MINUTES OF 9TH MEETING (9<sup>TH</sup> TERM) OF JCM HQ DGAFMS COUNCIL  
HELD ON 08 JUN 2013 AT 151 BASE HOSPITAL, GUWAHATI**

1. 9<sup>th</sup> Meeting (9<sup>th</sup> term) of JCM HQ DGAFMS Council was held on 08 Jun 2013 at 151 Base Hospital, Guwahati under the Chairmanship of Air Marshal D P Joshi, AVSM, PHS, DGAFMS.
2. The following were present in the meeting:

**OFFICIAL SIDE**

Air Marshal D P Joshi, AVSM, PHS, DGAFMS	- Chairman
Air Marshal B K Rao, AVSM, Commandant AFMC	- Member
Maj Gen Rajan Chaudhry, AVSM, VSM Addl DGAFMS (E & S)	- Secretary
Brig Sudhir Rai, Dy DGAFMS (Plg)	- Member
Col Pradeep Kumar Dir AFMS (Plg)	- Member
Lt Col D Salimath, SO to DGAFMS	- SO to DGAFMS
Shri Navin Kumar Assistant Director DG-2B	- Member

**MEMBERS IN ATTENDANCE**

Sh. M C Worthing  
AFA(AG/PD)

**STAFF SIDE**

Shri D G Kamble, Rep AIDEF	-Leader
Shri C S Dixit, Rep AIDEF	-Secretary
Shri S N Gaikwad, Rep BPMS	-Member

19/13  
151 BASE HOSPITAL  
GUWAHATI  
08 JUN 2013  
743  
4/4/m

### **OPENING ADDRESS BY THE CHAIRMAN**

3. The Chairman extended his heartiest welcome to all Staff and Official Side Members who had come to 151 Base Hospital, Guwahati to attend the 9<sup>th</sup> Meeting (9<sup>th</sup> Term) of JCM HQ DGAFMS Council. He also welcomed and thanked Sh. M C Worthing, AFA (AG/PD) for making himself available for the JCM meeting and hoped to obtain valuable inputs from him in matters having financial implications.
4. The Chairman wanted to put on record his appreciation for the good work being done by the civilian employees of all the depots and establishments in this organization. He thanked civilian employees for their sincere effort because of which the targets could be achieved and a lot of credit for these achievements goes to Staff Side JCM Members, who are the interface between workers and administration.
5. He stated that the manpower situation in our depots was gradually improving. All Board Proceedings for direct recruitment of 32 Gp 'C' vacancies for the year 2011-12 had been approved. NAC has been sought from AG/MP-4 for 25 Gp 'C' vacancies for the year 2012-13. Revival of 111 vacancies (ADRP) for the year 2006-09 has been cleared by MoD/D (Fin) and sent to Min of Fin and is expected to be approved soon. He stated that the Compassionate board for the vacancies will be carried out after getting NOC from AG/MP-4.
6. The Chairman stated that units under DGAFMS carry out very critical tasks in the provisioning of life saving health care. Several new ECHS polyclinics had been added to the list of our clients and there was great demand and expectations from them. It was a big challenge for us to keep our clients satisfied. As a result, the workload in the depots had increased. He said that he was satisfied that all our units were managing very well with the existing manpower.
7. The Chairman expressed his serious concern that ALC Employees Union had proposed a strike. He said that strikes could never create a healthy environment at any Unit, rather, it may be the last resort to address the issues. The Chairman emphasised that he always believed in having a good working environment with cordial and happy relationship between the staff and officials as this was very essential for the optimal and efficient functioning of any unit.
8. He stated that he was happy as this time too there were quite a few points from the staff which was an indicator of a healthy JCM forum. He said that these points would be deliberated upon and try arrive at solutions within the framework of govt guidelines.
9. The Chairman then called upon Maj Gen Rajan Chaudhry, AVSM, VSM, Secretary Official Side to proceed with the agenda of the meeting.

### **10. PROGRESS ON THE POINTS OF THE LAST MEETING**

Maj Gen Rajan Chaudhry, AVSM, VSM, Secretary Official Side, first explained that the progress on previous points would be taken up following which fresh agenda points would be discussed. He then requested Brig Sudhir Rai, Dy DGAFMS (Plg) to proceed with the meeting. Brig Sudhir Rai on behalf of the Official Side placed before the house the progress on the points of the last meeting and Col Pradeep Kumar discussed the new agenda points for the 9<sup>th</sup> meeting.



The Progress and proceedings of discussion on the points of the last meeting are as given below:-

**REFERENCE**

**POINT**

**PROGRESS & DECISION**

Point No 1

**Implementation of revised Three Grade structure for Artisan Staff of ALC**

[Implementation of Pay Scale of Industrial Employees]

The CDS (RP) rules 2008 has been amended on 28 Aug 2009 vide notification SRO 11(E) of MoD for the grant of pay scale of workshop staff in the MCM cadre in which enhanced the pay scale of PB-1 with GP-2800/- to PB-2 with GP - 4200/- is still not implemented at ALC, despite the instruction issued by DGAFMS office vide letter no. 4277/ALC/DGAFMS/DG-2B dated 31Dec 2010. The request is to please instruct ALC to carry out the same without any further delay.

This case is linked to finalisation of MCM and Cadre restructuring.

As per MoD letter No 11(5)/2009-D (Civ-I) dt 14 Jun 2010:-

Org with No Skilled Grade	
Skilled- Nil	MCM= 25% of HS Remaining HS divided into 50% HS-I & 50 % HS-II
Highly Skilled (100% -DR)	

Org with Skilled Grade	
Skilled- 45%	MCM= 25% of HS Remaining HS divided into 50% HS-I & 50 % HS-II
Highly Skilled - 55%	

- \* So, for ALC, MCM auth = 25% of 55% HS\*(48)=7
- \* As both Highly Skilled and Skilled cat available.
- \* 100% Direct Recruitment into HS not available.

The proposal for grant of MCM was submitted to MoD/D (Med) on 02 Jan 2013. The proposal was concurred by JS (O/N) and submitted to MoD/D(Civ).

MoD /D(Civ) returned the file on 19 Mar 2013 with the following observations:

- (a) Reasons for non implementation of Vth CPC recommendations for Supervisory and Tradesmen staff at ALC
- (b) Proof for abolition of lone post of Skilled category (Carpenter) at ALC
- (c) Structure at ALC does not satisfy either of the provisions of MoD letter No 11(5)/2009-D (Civ-I) dt 14 Jun 2010.

Meetings held with MoD/D(Med) and MoD/D(Civ) on 19 Mar, 16 Apr, 29 Apr and 13 May 2013 and clarifications and supportive documents obtained from ALC. Proposal re-submitted to MoD/D(Med) after clarifying the observations raised on 14 May 2013.

DDG (Plg) explained in detail the progress of the case to the house. The Chairman directed to regularly pursue the case till its implementation.

Point No. 02

**ACP I & II for Storeman Technical & Occupational Instructor posts at ALC, Pune:**

The Storeman Technical & Occupational Instructor posts at ALC, Pune are not isolated posts and their ACP I & II given in the next pay scale under ACP scheme of OM dt 9/8/1999 are erroneous. Hence, their pay scale of ACP I & II shall need to be reviewed under clarification No: 32 of ACP Scheme issued by DOP & T vide OM dt 10 Feb 2000.

As informed by ALC, these cases were taken up with PCDA (SC) Pune for fixation of pay according to DOP&T OM dated 10 Feb 2000.

The same were turned down by PCDA (SC) Pune vide their letter dated 07 Mar 2012. The Hierarchy of posts at ALC as per SRO 119 of 1992 is as under:

Sl No	Post	Pay as per VI CPC	Remarks
1	Store Keeper Gr-II	5200-20200 GP-2400	Promotion from Storeman Technical with 10 years of service
2	Storeman Technical	5200-20200 GP-1900	Promotion from Occupational Instructor with 5 years of service
3	Occupational Instructor	5200-20200 GP-1800	Direct Recruitment

As per existing SRO, a hierarchy for the post exists at ALC (Store Keeper Gr-II). In the 7th JCM, Chairman directed Comdt ALC to take up the case with PCDA afresh as per provisions of SRO 119 of 1992.

ALC confirmed that case for pay fixation (ACP-II) in respect of Storeman Technical & Occupational Instructor had already been fwd to Office of the PCDA (SC) Pune on 23 Jan 2013.

**The Chairman directed to follow the point and appraise the status in the next meeting.**

Point No. 03

**Patient care allowance to industrial staff of ALC Pune:**

This point was discussed at IV level JCM of ALC and reply received in the forum was not convincing and it was also discussed in III JCM forum in the year 2006. It was informed to forum that the matter has been referred to MoD for consideration of the same. The kinds of patients look after by the Non-Industrial staff of ALC also deal by Limb Fitters, Limb Makers, Bench Fitters, Surgical Bootmaker too hence request is to please recommend the above category to be included in the Annexure of PCA order issued in the year 2005.

The case for inclusion of various left out categories of (Non-industrial Group 'C' & 'D' employees for grant of HPCA/PCA to Armed Forces Hospital/Establishments under Army, Navy, Air Force and DGAFMS was taken up with MoD. MoD had forwarded the case and requested clarification from Ministry of Health & Family Welfare. JS (O/N) himself has written to JS (A) Ministry of Health & Family Welfare for early resolution of the issue. The case is still pending with Min of HF&W.

During the 7<sup>th</sup> JCM, the Chairman directed Comdt ALC to forward SOC for the left out categories of employees of ALC to be included for grant of HPCA/PCA, with justifications.

The SOC & Board proceedings for grant of HPCA/PCA of ALC employees was received in this office on 11 Feb 2013 & the case has been fwd to MoD on 21 Feb 2013.

**The Chairman directed to follow the point and appraise the status in the next meeting.**



Point No.04

**Allowing of departmental candidate for SBM/OBM post while on direct recruitment:**

The existing recruitment rule allowing the departmental candidate to appear before recruitment board for the post of SBM/OBM of direct recruitment post. The existing employees are treated at par with the candidate having qualification of matriculation by conducting 3 months training at department level. But it was not treated equal in recent recruitment process by citing the reason of matriculation qualification stated by DOP&T where as it was not amended in existing RR, which caused hardship to existing employees qualification who are treated equivalent to new recruitment and also discriminatory.

Point No.05

**Permission may please be granted to functioning Vishwakarma Sanrakshan Kamgar Sahakari Patsanstha, in ALC Pune-40**

As per existing SRO 118 of 1992, the minimum educational qualification for the post of OBM/SBM is Class-VIII with 04 years of experience in the trade. Candidates who are in possession of that qualification could avail the facilities.

Any relaxation in above mentioned criteria could only be provided after including in the Recruitment Rule.

The RR is under amendment and is submitted to Min of Defence. As per 6<sup>th</sup> CPC the minimum education qualification for any Gp 'C' post is Class-X.

The Chairman directed Comdt ALC to forward a SOC for the matter to be taken up with MoD for waiver of educational qualifications for the existing employees.

SoC was received from ALC on 22 Feb 2013 and fwd to MoD/D (Med) on 27 Feb 2013.

**The Chairman directed to appraise the status in the next meeting.**

ALC informed that already one society- "ALC Employees' Cooperative" is functioning at the centre. The point was raised during JCM IV level meeting at the ALC. The staff side members did not agree to the functioning of another society at ALC. Case discussed in JCM at MH Chennai in Dec 2012 and Chairman directed Comdt ALC to examine the case. Proposal from ALC was received. Following clarifications were sought from ALC:

- (a) Auth for functioning of more than 1 society.
- (b) Terms and conditions of NOC for the existing society.
- (c) Confirmation from AFMSD Pune of the Auth for the functioning of Patsanstha.

AFMSD Pune intimated that there is existence of two societies. Following info sought from AFMSD Pune on 22 Mar 2013 :

- (a) Provisions for working of these two societies at the depot
- (b) Provision by which the monthly subscription of two societies were being deducted from individuals' salary.

AFMSD Pune has intimated the following:

- (a) Two Societies are functioning at the depot:
  - (i) AFMSD Co operative Society - 1960
  - (ii) Vishwakarma Sanrakshan Kamgar Sahakari Patsanstha - 2006
  - (iii) No approval has been obtained for working of either of the societies from O/o DGAFMS

CPRO 101/65 and CPRO 71/71 provides guidelines for recoveries from salaries as under:-

**CPRO 101 /65 : Recoveries from Salaries**

- (a) Member to execute an agreement in favour of Society that employer shall deduct from salary an amount specified by the agreement in favour of the society.
- (b) Recovery made till the Govt servant is employed within the territorial jurisdiction of the State act under which the Co operative society is registered.
- (c) The drawing & disbursing Officer recovers and pays the requisitioned amount to the Co operative society and pays the remaining net amount to the employee.
- (d) For Non Gazetted Servants:  
Drawing & disbursing Officer draws the gross amount, pays the requisitioned amount to the society and pays the net amount to the Govt servant.
- (e) For Gazetted servants:  
Duty of the Head of the office to intimate the accounts officer concerned under whose authority the officer draws his salary. CDA issues the cheque in favour of the Head of the office who would be responsible for remitting the amount to the society.

**CPRO 71/71 : \* Recoveries from Salaries**

- (i) Co operative society to fwd requisition for dues to be recovered from the Govt servant.
- (ii) Drawing and Disbursing Officer or Head of office to effect recoveries from the salary of Govt servant.

\* Govt of India, MoD OM NO 89606/1/Org 4(Civ) (D)/5016/ d (Civ-I) dated 29 Jun 1971.

The issue was discussed in detail and the Chairman directed to obtain the authority from JCM member regarding functioning of an outside society in the unit. He said that a final decision on the issue would be given in the next JCM meeting.



Point No.06

**Risk Allowance:**

Artificial Limb Centre is dealing with Limb, which is made by Resin Layer with chemical on a wooden patti, which is dangerous to life, especially it create eyes problem & ultimately its threading to life of the employees. Laminated Resin Limb is being used to keep on sanding machine for giving a specific/particular shape, while giving a shape, chemical powder has been used which affected the eyes & body of the employees, very hazardous to the life resulted in life put in dangerous zone. While preparing the Leather Surgical & ordinary shoes JBR rubber has to be used, create problems to the hands of the employee, which is against the safety life of the individual hence the life becomes risky. There is an inescapable requirement that wooden patti, to be deeping in the Ammonia Liquid, having very worst fragrance create lounge problem, dangerous to life of the employees.

Point No.07

**Wet Canteen for Civil employees at ALC Pune:**

ALC administration is finding difficulties in providing wet canteen facilities to civilian employees in continuous nature due to man power problems highlighted in IV level JCM meeting. The wet canteen facilities was provided by ALC since when it was established at Pune and now the canteen is running on ad-hoc basis with the mercy of person who took interest to provide foodstuff and tea to employees Hence, the humble request is to please take action to provide canteen facilities under DOPT instructions for

Being a policy matter, the subject is under consideration with MoD. The same would be applicable as and when approved by MoD.

The Chairman directed Comdt ALC to identify the categories to be granted Risk Allowance and forward a SOC for taking up the case with MoD. A comprehensive board identifying all categories to whom Risk Allowance, PCA, or both would be admissible should be fwd by the unit.

The issue of Risk Allowance was discussed in the house. The Chairman directed to process the case of Risk Allowance alongwith HPCA/PCA for the employees of AFMC and ALC.

SOC of Risk Allowance from ALC was received and forwarded to MoD on 29 May 2013. **AFMC Comdt informed the house that a Board has already been constituted for the purpose and will be submitted to the O/o DGAFMS at the earliest.**

As per factory Act 1948 Wet Canteen is auth to industrial units with more than 250 industrial employees.

In the last JCM meeting held at CH(WC) Chandimandir, the Chairman had directed to obtain the details of the status of Wet canteens at other units too. The status of Wet canteen at different units are as follows:-

Sl No	Unit	Wet Canteen	Remarks
1	AFMSD Delhi Cantt	-	-
2	AFTC	-	-
3	AFMSD Mumbai	-	-
4	AFMSD Lucknow	-	1 X Wet Canteen by Pvt contractor
5	AFMSD Pune	-	-
6	AFMC	-	3 X Wet Canteens and 1 x Cafeteria by Pvt contractors

departmental canteens under which ALC is eligible for type 'D' canteen will solve the problem permanently.

The provision of Wet Canteen is required to be included during the revision of PE of the unit. The PEs of AFMSD Delhi and Mumbai are with SD-5. PE of AFMC is with MoD/Fin. ALC Pune, AFTC, AFMSD Lucknow and AFMSD Pune have been directed to include manpower for Wet Canteens in their PEs.

**The Chairman directed to close the point.**

## 11. AGENDA POINTS FOR CURRENT MEETING:

### 1. Compassionate Appointment:

Percentage of Compassionate Appointment be 100% instead of 5% as in Ministry of Railway

As per DOP&T order No F.No.14014/02/2012-Estt. (D) dated 16 Jan 2013, 5% of DR (Direct Recruitment) vacancies are reserved for compassionate appointment. Compassionate appointments made by O/o DGAFMS during the last 4 years:

Year	DR Vac	Comp Appt	%
2008-09	83	04	4.8%
2009-11	72	04	5.7%
2011-12	32	02	6.25%

Increasing the Compassionate appointments to 100% is beyond the purview of O/o DGAFMS.

JCM member submitted that a proposal from O/o DGAFMS be taken up with MoD. The Chairman directed JCM members to submit the authority of Railways for 100% Compassionate appointment. He further directed that the point was required to be raised in Level II JCM

**The Chairman directed to close the point**

### 2. Progress on restructuring of Store & Clerk Cadre:

Progress on restructuring of Store and Clerk Cadre be intimated.

The cadre restructuring of Store & Clerical cadre was forwarded to MoD/D(Med) on 24 Dec 2010. MoD/D(Med) forwarded the proposal to MoD/D(Civ) for their comments. MoD/D(Civ) intimated that the case be processed after merger of posts. Consequent to 6<sup>th</sup> CPC recommendations, Order of MoD/D (Civ) on Merger and re-designation of various common category posts including Store and Clerical cadres was received by this Office on 08 Mar 2013.

#### Approved Re designation of Store Cadre :

Name of Cadre	Existing Designation	Pre revised pay scale	Revised Pay-band / Grade Pay	Revised Designation
Store Cadre	Sr Store Superintendent	5500-9000	PB-2 with GP Rs 4200	Senior Store Superintendent
	Store Superintendent	5000-8000		



**Re designation proposed by O/o DGAFMS :**

Name of Cadre	Existing Designation	Pre revised pay scale	Revised Pay band / Grade Pay	Revised Designation
Store Cadre	Sr Store Superintendent	5500-9000	PB-2 with GP Rs 4200	Store Keeper Supdt
	Store Superintendent	5000-8000		

**Approved Re designation of Clerical Cadre :**

Name of Cadre	Existing Designation	Pre revised pay scale	Revised Pay band / Grade Pay	Revised Designation
Clerical cadre	Office Superintendent	5500-9000	PB-2 with GP Rs 4200	Office Superintendent
	Assistant	5000-8000		

**Re designation proposed by O/o DGAFMS :**

Name of Cadre	Existing Designation	Pre revised pay scale	Revised Pay band / Grade Pay	Revised Designation
Clerical cadre	Office Superintendent	5500-9000	PB-2 with GP Rs 4200	Clerk in Charge
	Assistant	5000-8000		

The order of MoD/D(Civ) was circulated to unit/depots and JCM members for their comments. Administrative approval sought from MoD/D(Med) on 10 May 2013. Follow up actions :

- Cadre restructuring
- Amendment of RRs

The point was discussed in detail in the house. The staff side member submitted that the Grade Pay of Senior Store Supdt be upgraded to 4600/- from 4200/-. **The Chairman directed to pursue the case according to the approved merger.**

3.

**Promotion for the post of Librarian:**

Subsequent to publication of new RR, the promotion of existing Librarian Assistant be promoted of Library Officer.

The SRO 99 of Library Cadre of AFMC, Pune published on 19 Nov 2012 and received by the office of the DGAFMS in Jan 2013. The same was forwarded to AFMC, Pune on 05 Feb 2013. AFMC was instructed to fwd the case for deputation;

Post	Method of Recruitment as per Model RR	Method of Recruitment as per SRO 99/2012
Asst Library & Information Officer	By Direct Recruitment	By Composite Method (Deputation plus Promotion)
Library & Information Assistant	By Direct Recruitment	By Direct Recruitment

Post of Assistant Library and Information Officer is lying vacant at AFMC since 01 Feb 2004.

AFMC, Pune requested to process the case for promotion as per above SRO on 02 Apr 2013. AFMC, Pune asked to submit the proposal/statement of case for filling up the post of Assistant Library & Information Officer by Composite Method (Deputation plus Promotion) on 09 May 2013.

Shri CS Dixit stated that there should be one additional post of Library & Information officer as per CAT-III Library. The chairman directed to ascertain the fact from the revised PE of Pune and directed that all left out categories at AFMC be incorporated in the revised PE after one year.

4. **Status of cases of Lady Warden & Photographer :**

Progress on status of cases of Lady Warden and Photographer be provided.

**Lady Warden:** Consequent to implementation of 6 CPC AFMC fwd case of anomaly in respect of Lady Warden as below:

(i) Upgradation from Gp 'C' to Gp 'A' pay scale

(ii) Upgradation comparable with that of Indian Railways  
AFMC did not have a RR for Lady Warden. O/o DGAFMS took up a case with MoD for formulating RR for Lady Warden in Oct 2010.

**Progress on RR of Lady Warden:**

1	20 Oct 2009	AFMC was asked to fwd draft RR
2	27 Jan 2010	AFMC fwd a draft RR wherein a comparison was drawn with Indian Railways The proposal had the following deficiencies: (i) No RR of Indian Railways attached (ii) Justification of pay scales, hierarchy of posts and mode of recruitment/ promotion not clarified (iii) Railways had appt by Deputation whereas AFMC was seeking DR and Promotion



3	08 May 2010	At the JCM Mtg Chairman directed : (i) RR to be framed on the lines of a Med College and not Indian Railways (ii) Supportive documents to be fwd in support of changes proposed (iii) Promotional avenue to be provided to 1 x Lady warden
4	07 Oct 2010	AFMC fwd the revised proposal for the RR and the same was fwd to MoD after incorporating the necessary changes
5	22 Oct 2010	MoD/D(Appts) returned the file with the following observations : (i) Fwd Govt orders for creation of posts along with dates of creation (ii) How and when the Model RRs were framed (iii) Consultation with Min of Health for model RR of Lady Warden
6	30 Nov 2010	Requisite Info was sought from AFMC and Min of Health and Fam Welfare
7	30 Dec 2010	AFMC info that requisite proposal would be fwd in due course of time
8	18 Jan 2011	Reminder sent to Min of Health & Fam Welfare for copies of Model RRs
9	12 Feb 2011	Matter was again discussed in JCM held at CH (EC) Kolkata. The proposal was required to be in consonance with the revised PE of AFMC.
10	15 Feb 2011	The decision of JCM was communicated to AFMC.
11	29 Jul 2011	Min of Health & Fam Welfare directed Med Supdts of Safdarjang, Dr RML, Kalawati Saran Children's Hospitals and LHMC to provide model RRs to this office.
12	05 Jan 2012	Proposal resubmitted to MoD/D(Appts) after obtaining inputs from the various Hosps and Med colleges.
13	30 Oct 2012	MoD/D(Appts) returned the file with the following observations : (i) Latest PE to be placed on file (ii) Adm approvals for proposed pay bands for the posts of Lady Warden Grade I (Gp B) & Lady Warden Grade II (Gp C) (iii) Proposed RR to be in accordance with Model RR circulated by DOP&T
14	25 Feb 2013	Proposal re submitted to MoD/D(Appts)
15	16 Apr 2013 & 16 May 2013	Reminder sent to MoD/D(Appts)

**Photographer:** A change in RR in respect of Photographer at AFMC was raised by JCM member on 16 Jul 2009 at MH Secunderabad. AFMC did not have a notified RR for Photographer.

#### Progress on RR of Photographer:

1	16 Dec 2009	File submitted To MoD on lines of RR of AFHQ in Dec 2009
2	05 Feb 2010	File returned by MoD with the following observations: (i) Model RR of DOP&T to be fwd (ii) Consent of JCM member (iii) Previous file of RR (iv) Reason for not amending RR earlier.
3	05 Mar 2010	Model RR was sought from DOP&T
4	22 Mar 2010	Consent of JCM member received from AFMC
5	09 Apr 2010	Reminder sent to DOP&T for Model RR
6	14 Sep 2010	File re submitted to MoD with clarifications sought earlier. However, Model RR of DOP&T was not available
7	27 Sep 2010	MoD/D(Appt) had returned the file with certain observations. (i) How the post of photographer was created and the hierarchy of the post. (ii) Administrative approval of change in grade pay from Rs 1900/- to Rs 2400/-

8	24 Dec 2010	Upgradation of pay scale from Rs1900/- to Rs 2400/- submitted to MoD/D(Med) duly approved by DGAFMS on 24 Dec 2010.
9	20 Jan 2011	MoD/ D( Med) returned the file with the following observations: (i) Pay parity with other organisations in the past If so, a detailed comparative statement to be fwd with respect to scale of pay, educational qualifications and duties.
10	15 Jul 2011	Case re submitted to MoD/D(Med) clarifying all the observations.
11	12 Aug 2011	MoD/D(Med) returned the file with the following observations: (i) Justifications for higher pay scale (ii) Hierarchy of the post (iii) Workload comparison of AFMC with CME Grade pay of existing incumbent with middle class qualification
12	28 Sep 2011	File re submitted to MoD clarifying all the observations.
13	22 Dec 2011	File returned by MoD with directions to process the case of RR with Grade Pay of Rs 1900/-initially. Thereafter the case of upgradation be taken up with MoD.
14	05 Jan 2012	AFMC was intimated the directions of MoD.
15	17 May 2012	File submitted to MoD/D(Apts) with Grade pay as Rs 1900/-
16	18 Sep 2012	File returned by MoD with following observations: (i) To place the order/ sanction of pay scale (ii) Revised PE of AFMC with sanctioned number of posts. (iii) Model RR being followed till date.
17	03 Oct 2012	File submitted to MoD/D(Apts) after clarifying the observations.
18	25 Feb 2013/ 18 Apr 2013/ 16 May 2013	Reminder sent to MoD/D(Apts)

The Chairman directed to appraise the status in the next meeting.

5. **Provision of Civilian Quarters for AFMC employees:**

There is shortage of Civilian quarters for AFMC employees. Adequate arrangement of quarters be made for AFMC employees.

Comdt AFMC intimated the following :

- As per SRO 308 the authorization of accommodation civilian employees is 15%.
- AFMC is presently having 7% that is 34 accommodations only.
- Statement of Case is being taken up for construction of additional 41 accommodation for civilian employees with local authorities.

The Chairman directed to close the point.

6. **Advances for Motorcycle:**

After 6<sup>th</sup> CPC eligibility for advances for motorcycle be made less for the employees of DGAFMS Cadre.

As per GFR Rule 17(iii) the eligibility for advance for Motorcycle is as below :-

- Basic pay and dearness pay taken together is Rs 6900/- (now pay in the pay band of Rs.8560/-) per month or more.
- Amount admissible :



- (a) 1st Occasion-Rs 30000/-
- (b) 2<sup>nd</sup> Occasion-Rs 24000/-

(iii) Repayment- In not more than 70 equal monthly installments.

Maximum employees in DGAfMS cadre are in Gp 'C' in the Pay scale :

Basic Pay – 5200-20200(Grade Pay - 1800 , 1900, 2000, 2400, 2800)

Newly appointed Govt. servant of Gp 'C' category has to wait for at least 8 years to become eligible for grant of motorcycle advance.

There is a provision wherein the authority competent to sanction this advance may however relax the conditions in deserving cases. The authority competent to sanction the advance is Department of Central Government/ Administrator/Head of Department.

**The Chairman directed that a SOP to be drafted specifying the provisions for relaxation applicable to Govt employees. Inputs from all JCM members and units required before formalizing the SOP on the subject.**

7. **Risk Allowance for Lab Attendant and Lab Technician of AFMC, Pune**

Risk Allowance to Lab Attendant and Lab Technician of AFMC, Pune be given.

Consequent to 8<sup>th</sup> JCM meeting (9<sup>th</sup> term) held on 09 Mar 2012 at CH (WC) Chandimandir, AFMC Pune was asked to fwd the case of Risk allowance for employees of AFMC on 17 Apr 2013. AFMC Comdt intimated that :

- (i) There is no policy letter for grant of Risk allowance to Lab Staff.1
- (ii) Case would be fwd in due course for Eight categories at AFMC for grant of Risk allice.

**The Chairman directed to fwd the proposal to MoD after the SOC is received from AFMC.**

8. **Re-structuring of Rajbhasha Cadre:**

The re-structuring of Rajbhasha Cadre be undertaken for better usage and effective implementation of Rajbhasha and to provide better promotional avenues to the Rajbhasha Staff. The following improvement in the strength of Rajbhasha cadre is suggested:-

The auth of Hindi staff is based on the total auth of strength of the DGAfMS cadre\*.

Norms for creation of minimum No of Hindi posts for implementation of the Official Language Policy of the Central Government are based on Govt of India, Min of Home Affairs OM No 13035/3/95-OL(P&C) dated 22 Jul 2004. **Annexure-I**

**Chairman directed that a case is required to be taken up with MoD for additional Official Language Staff.**

S. No.	Office of Staff at	Present Staff No.	Present Staff No.	Proposed Staff No.	Proposed Staff No.	Proposed Staff No.
1.				Deputy Director (Official Language)	02	02
2.	Head Office	04	04	Deputy Director (Official Language)	04	04
3.	Head Office	02	02	Deputy Director (Official Language)	02	02
4.	Head Office	02	02	Deputy Director (Official Language)	02	02

\*02 posts of Deputy Director (OL) be created in DG Office for the Rajbhasha staff posted in units under O/o DGAFMS to make them part of the O/o DGAFMS Official Language implementation process and to give them better presentation in Rajbhasha policy making.

\*\*03 deputation posts of Hindi Officer (in AFMC Pune, AFMSD Mumbai and AFMSD Lucknow) out of 04 posts of Hindi Officer be filled by promotion instead of deputation.

\*\*\*Taking into consideration the size, importance & strength of the staff, 02 posts of Sr Translator are required in AFMC Pune and one each in rest of the other unit under DGAFMS.

\*\*\*\*Taking into consideration the size, importance & strength of the staff 04 posts of Junior Translators in AFMC Pune, 03 in AFMSD Mumbai, 02 each in AFMSD Lucknow and AFMSD Delhi Cantt and 01 each in AFTC Delhi Cantt, AFMSD Pune and ALC Pune is an unescapable requirement.

9. **कृत्रिम अंग केंद्र, पुणे में विश्वकर्मा संरक्षण कामगार सह पत संस्था की स्थापना**

इसका कार्यक्षेत्र संपूर्ण पुणे जिले में है। पुणे के बीस रक्षा विभागों के कर्मचारी इस संस्था से जुड़े हैं और आर्थिक लाभ प्राप्त कर रहे हैं। पिछले दस वर्षों से यह संस्था लेखा

ALC informed that already one society- "ALC Employees' Cooperative" is functioning at the centre. The point was raised during JCM IV level mtg at the ALC. The staff side members have not agreed to the functioning of another society at ALC. Case discussed in JCM at MH Chennai in Dec 2012 and Chairman directed Comdt ALC to examine the case. Proposal from ALC has been received. Following clarifications were sought from ALC:



परीक्षण के अ श्रेणी में आने वाली एकमात्र संस्था है। पुणे में ही लगभग 1700 लोग इस संस्था के सदस्य हैं। सरकारी पतसंस्था नियमों के तहत किसी भी रक्षा प्रशासन में दो से अधिक पतसंस्था काम कर सकती है और कर्मचारी दो से अधिक पत संस्था के सदस्य हो सकते हैं किन्तु ऋण किसी एक संस्था ले ही ले सकते हैं और यह ऋण भी दूसरी संस्था से अनापति प्रमाण प्रस्तुत करने पर ही दिया जाएगा।

- (i) Auth for functioning of more than 1 society.
- (ii) Terms and conditions of NOC for the existing society.
- (iii) Confirmation from AFMSD Pune of the Auth for the functioning of Patsanstha.

AFMSD Pune has intimated that there is existence of two societies. Following info sought from AFMSD Pune on 22 Mar 2013 :

- (i) Provisions for working of these two societies at the depot
- (ii) Provision by which the monthly subscription of two societies are being deducted from individuals' salary.

AFMSD Pune has intimated the following:

- (i) Two Societies are functioning at the depot:-

- (a) AFMSD Co operative Society (Since 1960)
- (b) Vishwakarma Sanrakshan Kamgar Sahakari Patsanstha (Since Feb 2006)

- (ii) No approval has been obtained for working of either of the societies from O/o DGAFMS

#### **CPRO 101 /65 : Recoveries from Salaries**

(a) Member to execute an agreement in favour of Society that employer shall deduct from salary an amount specified by the agreement in favour of the society.

(b) Recovery made till the Govt servant is employed within the territorial jurisdiction of the State act under which the Co operative society is registered.

(c) The drawing & disbursing Officer recovers and pays the requisitioned amount to the Co operative society and pays the remaining net amount to the employee.

(d) For Non Gazetted Servants: Drawing & disbursing Officer draws the gross amount, pays the requisitioned amount to the society and pays the net amount to the Govt servant.

(e) For Gazetted servants: Duty of the Head of the office to intimate the accounts officer concerned under whose authority the officer draws his salary . CDA issues the cheque in favor of the Head of the office who would be responsible for remitting the amount to the society.

#### **CPRO 71/71 : \* Recoveries from Salaries**

Co operative society to fwd requisition for dues to be recovered from the Govt servant .

Drawing and Disbursing Officer or Head of office to effect recoveries from the salary of Govt servant.

\* Govt of India, MoD OM NO 89606/1/Org 4(Civ) (D)/5016/ d (Civ-I) dated 29 Jun 1971

The issue was discussed in detail and the Chairman directed to obtain the authority from JCM member regarding functioning of an outside society in the unit. He said that a final decision on the issue would be given in the next JCM meeting.

#### 10. एसी पी व एम एसी पी

ए एफ एम एस डी पुणे डिपो के फायरमेन व श्री पी आर करंजीकर, कनिष्ठ हिन्दी अनुवादक को 1986 से ए सी पी तथा छठवें वेतन आयोग के तहत 10, 20, 30 वर्षों के एम ए सी पी का लाभ प्राप्त नहीं हुआ है।

No pending case of grant of MACP for Firemen at AFMSD Pune.

Details of MACP granted to AFMSD Pune:

S No	Cat	Name	MACP Granted	Date
1	Fireman	P P Tikone	<sup>nd</sup> 3	24 Sep 12
2	Fireman	S B Mandhare	<sup>st</sup> & <sup>nd</sup> 1 & 2	22 Apr 13
3	Fireman	R U Khote	<sup>st</sup> & <sup>nd</sup> 1 & 2	22 Apr 13
4	Fireman	R V Pal	<sup>st</sup> & <sup>nd</sup> 1 & 2	22 Apr 13
5	Fireman	K B Kohle	<sup>st</sup> & <sup>nd</sup> 1 & 2	22 Apr 13

Details of MACP granted to AFMSD Pune :

S No	Cat	Name	MACP Granted	Date
6	Labourer	Smt S K Shivale	<sup>st</sup> 1	24 May 12
7	Sr Charge man	C S Salvi	<sup>nd</sup> 3	24 May 12
8	Labourer	D P Bhumkar	<sup>nd</sup> 3	24 May 12
9	SK	MB Jagtap	<sup>st</sup> 1	24 Sep 12
10	SK	C S Joshi	<sup>st</sup> 1	24 Sep 12
11	Peon	AA Kamble	<sup>nd</sup> 2	24 Sep 12
12	Safaiwala	Shri Walmiki	<sup>nd</sup> 2	24 Sep 12
13	Safaiwala	S J Hastodia	<sup>nd</sup> 3	22 Apr 13

Shri PR Karajikar, Junior Hindi Translator , ALC Pune

- ACRs -Below benchmark
- Period- 2003-04, 2004-05, 2005-06

Representation fwd to previous Reporting and Reviewing Officers for review of ACRs . Review process in progress.

Chairman directed to check from AFMSD Pune if there are any pending cases of MACP.



11. एम सी एम

कृत्रिम अंग केंद्र, पुणे के लिम्ब फिटर पद पर कार्यरत कर्मचारी को ही एम सी एम का लाभ प्राप्त हुआ है। एम सी एम पदोन्नति का लाभ कैंडर अनुपाल के आधार पर निम्नलिखित ट्रेड को भी मिलना चाहिए :-

- (क) लिम्ब फिटर
- (ख) लिम्ब मेकर (लेदर व वुड)
- (ग) बेंच फिटर
- (घ) बूट मेकर (सिर्जिकल व ऑर्डिनरी)

The proposal for grant of 7 MCM is still pending with MoD/D(Civ). The procedure for grant of MCM is based on Govt of India, MoD letter dated 21 Sep 1982.

**Procedure for selection to Grade of MCM:**

- (i) Minimum Service reqd : 10 years in Skilled grade , incl 3 years in Highly skilled grade
- (ii) Post to be personal to the holder and will lapse with retirement of the individual
- (iii) Incumbent selected for the post of MCM will forego normal promotion to the Supervisory Grade
- (iv) Selection by Departmental Selection Committee
- (v) Standard of craftsmanship judged on the basis of persistent very high skill level over a length of period
- (vi) Achievements attributed to the person should be available for inspection by the Selection Committee.
- (vii) Selection not on basis of trade test but on the basis of assessment reports

**The Chairman directed to close the point.**

12. एल डी सी व यू डी सी भर्ती :-

कृत्रिम अंग केंद्र, पुणे में असैनिक कर्मचारियों के प्रशासनिक कार्यों के निपटान के लिए एल डी सी/यू डी सी की नियुक्ति की जानी चाहिए। असैनिक लिपिकों के अभाव में असैनिक कर्मचारियों के प्रशासनिक कार्य प्रभावित हो रहे हैं। कृपया यथा शीघ्र इन पदों में भर्ती करने की व्यवस्था की जाए।

The authorised strength of LDC/UDC at ALC, Pune is as under:-

Post	Auth	Posted	Def.
UDC	01	-	01
LDC	02	01	01

One vacancy of UDC occurred in Nov 2007. DPC for the post was not held by Unit, failing which the post/vacancy has lapsed. One vacancy of LDC was vacated in Jan 2008 which is already projected in case for revival of vacancies (2006-2009).

**The Chairman directed to close the point.**

13. पेशंट केयर भत्ता:

कृत्रिम अंग केंद्र में कार्यरत औद्योगिक कर्मचारियों को पेशंट केयर भत्ता का लाभ प्राप्त नहीं हो रहा है।

The case for inclusion of various left out categories of (Non-industrial Group 'C' & 'D' employees for grant of HPCA/PCA to Armed Force Hospital/Establishments under Army, Navy, Air Force and DGAFFMS was taken up with MoD. MoD has forwarded the case and requested clarification from Ministry of Health & Family Welfare. JS (O/N) himself has written to JS (A) Ministry of Health & Family Welfare for early resolution of the issue. The case is still pending with Min of HF&W.

The Chairman directed Comdt ALC to forward SOC for the left out categories of employees of ALC to be included for grant of HPCA/PCA, with justifications.

The SOC & Board proceedings for grant of HPCA/PCA of ALC employees was received in this office on 11 Feb 2013 & the case has been fwd to MoD on 21 Feb 2013.

Reminder has been sent on 09 May 2013 and 27 May 2013.

**The Chairman directed to follow the point and appraise the status in the next meeting.**

**12. POINTS FROM OFFICIAL SIDE:**

The official side informed the staff side of the latest developments in respect of matters concerning civilian staff under DGAFMS. The progress on recruitment for 32 vacancies for the year 2011-12 was provided to the house. NAC for 25 vacancies for the recruitment year 2012-13 has been fwd to AG/MP-4. The APARs for the year 2012-13 are required to be fwd to this office in due time. The cases of grant of MACP are also required to be submitted well in advance for the approval of competent authority.

**13. ADDITIONAL POINTS FROM STAFF SIDE:**

- |   |  |
|---|--|
| (i) Shri S N Gaikwad has stated that the employees of ALC be imparted technical training for enhancement of their skills in the field of Prosthesis and Orthosis.                                   | The Chairman directed that Comdt ALC should nominate employees after identifying such institutions where training can be arranged for ALC employees.                     |
| (ii) Shri C S Dixit has stated that a direction may please be issued by DGAFMS office for employees of DGAFMS cadre regarding provisions for becoming members of Defence Civilian Medical Aid Fund. | The Chairman has directed to forward a circular to all the units in this regard.   |
| (iii) Shri. S N Gaikwad stated that a separate office be provided for working of staff side members of JCM HQ DGAFMS Council.   | The Chairman directed Shri S N Gaikwad to approach Comdt ALC in this regard as directions have already been issued in the last JCM meeting held at CH(WC), Chandimandir. |

**14. DATE AND VENUE OF THE NEXT MEETING:**


It was decided that the next JCM Meeting would be held at MH Dehradun in the first week of Sep 2013.

**15. VOTE OF THANKS:**

Shri C S Dixit, Secretary, Staff Side thanked the Chairman for taking appropriate decisions in the meeting with regard to the welfare of civilians of DGAFMS units. He thanked all other official side Members. He thanked the Commandant, 151 Base Hospital, Guwahati for making excellent arrangements for the meeting.

16. There being no other points, the meeting was concluded with vote of thanks to the Chair.

17. Hindi version will follow.

  
(Pradeep Kumar)  
Col  
Dir AFMS (Plg)  
For DGAFMS



## \* Auth of Hindi Staff in the units under O/o DGAFMS is :

Cat	AFMC	ALC PUNE	AFMSD MUMBAI	AFMSD LKO	AFMSD DELHI	AFMSD PUNE	AFTC	TOTAL
Hindi Officer	1	-	1	1	1	-	-	4
Sc Translator	1	-	1	-	-	-	-	2
Jr Translator	3	1	2	2	2	1	1	12

Auth : Govt of India , MoD 11320/PE/Gen/DGAFMS/DG-2B/3369/95/D(Med) dated 30 Nov 1995.

For Ministries / Departments:

S No	Post	Number	Remarks
1	Assistant Director (OL)	1	In each Ministry/Dept having a full time Secretary
2	Deputy Director	1	In each Ministry/ Dept having 100 or more ministerial employees
3 a	Junior Translator	1	Less than 50 ministerial employees
3b	-do-	2	50-100 ministerial employees
3c	-do-	3	101-150 ministerial employees
4	Senior Translator + Junior Translator	1+ 3	151 or more ministerial employees

For Attached/ Subordinate Offices

S No	Post	Number	Region	Remarks (No of employees)
1	Hindi Officer (Assistant Director (OL))	1	NA	100 or more
2a	Junior Translator	1	'A'	18 - 125
b	Junior Translator	2	'A'	More than 125
c	Junior Translator	1	'B' & 'C'	18 - 75
d	Junior Translator	2	'B' & 'C'	76 - 125
e	Junior Translator	3	'B' & 'C'	126-175
3	Junior Translator + Senior Translator	3 + 1	'B' & 'C'	More than 175
4	Hindi Typist	1	'B' & 'C'	More than 25

(Contd.....)

### Details of 'A' 'B' and 'C' Regions\*

REGION 'A'	REGION 'B'	REGION 'C'
States of Uttar Pradesh, Uttarakhand, Bihar, Jharkhand, Madhya Pradesh, Chhattisgarh, Rajasthan, Haryana and Himachal Pradesh, Union Territories of Delhi & Andaman Nicobar Islands.	States of Maharashtra, Gujarat, Punjab and the Union territory of Chandigarh	States of Jammu & Kashmir, Andhra Pradesh, Tamilnadu, Karnataka, Kerala, Pondichery, West Bengal, Orissa, Assam, Meghalaya, Meghalaya, Arunachal Pradesh, Nagaland, Manipur, Mizoram, Goa, Tripura, Sikkim, Dadar & Nagar Haveli, Lakshadweep.

S No	Unit	Region	Auth Strength	OL Staff Held		OL Staff Auth	
1	AFMC	B	483	Hindi Off- 01 Sr Tltr- 01 Jr Tltr- 03		Hindi Off- 01 Sr Tltr- 01 Jr Tltr- 03	
2	ALC	B	176	Jr Tltr- 01		Hindi Off- 01 Sr Tltr- 01 Jr Tltr- 03	
3	AFMSD Mumbai	B	293	Hindi Off- 01 Sr Tltr- 01 Jr Tltr- 02		Hindi Off- 01 Sr Tltr- 01 Jr Tltr- 03	
4	AFMSD Pune	B	150	Jr Tltr- 01		Hindi Off- 01 Jr Tltr- 03	
5	AFMSD Delhi	A	237	Hindi Off- 01 Jr Tltr- 02		Hindi Off- 01 Jr Tltr- 02	
6	AFMSD Lucknow	A	253	Hindi Off- 01 Jr Tltr- 02		Hindi Off- 01 Jr Tltr- 02	

Deficiency of OL staff as per Govt of India, Min of Home Affairs OM No 13035/3/95-OL(P&C) dated 22 Jul 2004 :

(i)	Hindi Officer	-	02
(ii)	Senior Hindi Translator	-	01
(iii)	Junior Hindi Translator	-	05
(iv)	Hindi Typist	-	04

Case is required to be taken up with MoD for additional Official Language Staff.



### DISTRIBUTION

1. Min of Defence/D (Med)
2. Min of Defence/D (JCM)
3. DFA (AG)/ Min of Def
4. The Commandant AFMC Pune
5. The Commandant ALC Pune
6. The Commandant AFMSD Mumbai- 400101
7. The Commandant AFMSD Lucknow- 226002
8. The Commandant AFMSD Delhi Cantt
9. The Commanding Officer AFMSD Pune
10. The Commanding Officer AFTC Delhi Cantt
11. The General Secretary AIDEF, Survey No. 81, Elphinstone Road Khadki, Pune- 411003
12. The General Secretary Bhartiya Pratiraksha Mazdoor Sangh 2-A, Navin Market Kanpur-208001
13. Shri CS Dixit Staff side member C/o AFMC Pune- 411040
14. Shri M Kannabiran Staff side member C/o ALC Pune
15. Shri DG Kamble Staff side member C/o AFMSD Mumbai
16. Sh. SN Gaikwad Staff side member C/o ALC Pune

### Internal:

DGAFMS/DG-1C

DGAFMS/DG (Hindi)